



Teacher Leadership & Compensation System Cost Estimates

January 28, 2013



Guiding Principles

- 1) Unprecedented investment in teaching
- 2) Strategic and targeted use of resources
- 3) Equitable funding to ensure feasibility for all districts
- 4) Phased- in approach
- 5) Tailored to work in unique local contexts



Component 1: Raising Minimum Salary to \$35,000

	Teachers	Salary Cost	FICA/IPERS	Total
Existing Full-Time Teachers Below Minimum	883	3,023,049	493,362	3,516,411
Initial Teachers Below Minimum	1,153	1,695,188	276,655	1,971,843
Subtotal	2,036	4,718,237	770,017	5,488,254

Component 2: Creating Leadership Pathways

	Teachers	Salary Cost	FICA/IPERS	Total
Model Teachers	3,320	6,639,000	1,083,485	7,722,485
Mentor Teachers	3,320	16,597,500	2,708,712	19,306,212
Lead Teachers	1,660	16,597,500	2,708,712	19,306,212
Subtotal	8,300	39,834,000	6,500,909	46,334,909



Component 3: Providing District Support for Effective Implementation

Locally Determined (coverage for pathways teachers, increased % in pathways, increased stipends)	96,676,837
Technical Assistance and Support	<u>1,500,000</u>
Pathways and Compensation Total	150,000,000



Examples

	Leadership Pathways Costs	Minimum Salary Costs	State Funding	Funds Remaining After Implementing Minimum Requirements	Student:Teacher Ratio
Des Moines	3,158,786	33,391	9,893,525	6,701,348	13.94
Nevada	139,584	2,302	474,600	332,714	15.13
Norwalk	249,855	242	748,233	498,135	13.33



Questions?